

EXECUTIVE SUMMARY

The Department of Labor's Human Capital Strategic Plan for FY 2003-2008 outlines our mission, vision, departmental structure, strategic goals, standards for success, and major human capital strategic initiatives. With the Plan's DOL-wide approach to managing human capital, we hope to increase DOL agency coordination on these initiatives. Our vision is that, through these strategic goals and initiatives, staff at all levels will see the direct link between DOL's mission and managing our human capital. The Plan describes our initiatives in the context of the President's Management Agenda, as well as the Office of Personnel Management's (OPM's) Human Capital Assessment and Accountability Framework and Standards for Success. This Plan was developed with the advice and guidance of OPM.

The Strategic Plan commits us to do the following:

- ▶ Align our goals, performance and budget with our mission by implementing a DOL-wide approach to human capital strategic planning;
- ▶ Ensure that our employees have critical skills to meet present and future business needs by using competencies to drive development and recruitment programs;
- ▶ Improve front-line service delivery by restructuring the workforce to reduce the distance between customers and DOL decision-makers;
- ▶ Minimize knowledge loss and skills gaps caused by an

aging workforce and employee turnover, and address changing skill needs through succession planning, knowledge management, and developmental programs;

- ▶ Promote efficient human capital management systems by increasing our use of technology;
- ▶ Cascade DOL-wide goals to every Departmental level by implementing a uniform performance management system;
- ▶ Guide our human capital decisions by measuring success and progress accurately, through a data-driven, results-oriented planning and accountability system that uses valid measurement metrics;
- ▶ Improve our diversity through targeted outreach and hiring programs; and
- ▶ Implement our strategic initiatives by developing an action plan with major milestones and timelines.

Our Human Capital Strategic Plan is designed to be a working document, used on a regular basis to keep our initiatives in line with our strategic goals. We will manage progress in achieving the Plan's Standards for Success through regular benchmarking against projected outcomes, DOL's scorecard for the President's Management Agenda, and oversight by DOL's Management Review Board (MRB). Our Plan will be updated annually to incorporate progress on initiatives and future priorities. ■

